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ABSTRACT

A questionnaire requesting fringe benefit and salary information was mailed to the 70 California community college districts. Data, with the 1977-78 salary schedule provided by each district, were used to determine compensation. After fringe benefit information was determined, the dollar amount for each plan was calculated at each of three salary levels: minimum with a master's degree, maximum without a doctorate, and maximum with a doctorate. Averages for fringe benefits, salary, and totals at all levels were reported and compared with averages for spring 1977. Of the 70 districts, 21 offered the "cafeteria" plan that allows employees to choose options for expenditure of specific sums set aside for fringe benefits. Of "cafeteria" plan districts, 13 required health insurance and 8 made it optional. For all districts, 49 reported health insurance for employees and dependents, and several provided choices between types of coverage. Thirty-five districts offered long-term disability or income protection, 61 dental insurance, 42 life insurance, 21 vision coverage, and 2 tax-sheltered annuity plans. Average salary plus fringe benefits increased 6.25%, 6.38%, and 6.38% for minimum with a master's degree, maximum without a doctorate, and maximum with a doctorate, respectively, between 1977 and 1978. Data tables provide fringe benefit and salary rankings for each district.

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A STUDY OF FRINGE BENEFITS AND SELECTED SALARIES
OF CALIFORNIA COMMUNITY COLLEGE DISTRICTS

Spring 1978

Office of Planning
Kern Community College District
Bakersfield, California

Jc 780 316

TABLE OF CONTENTS

	<u>Page</u>
Introduction	1
Procedure	1
Summary of Fringe Benefit Plans	2
Total Salary Increase	3
Certificated Employee Fringe Benefits (Table I)	4
Rankings of Fringe Benefits and Minimum Salary With Masters Degree (Table II)	5
Rankings of Fringe Benefits and Maximum Salary Without Doctorate Degree (Table III)	6
Rankings of Fringe Benefits and Maximum Salary With Doctorate Degree (Table IV)	7

INTRODUCTION

Fringe benefit and salary remuneration for all seventy community college districts in California have been calculated and ranked. These data were gathered to assess the overall fringe benefit programs of college districts and to determine the total dollar amounts paid certificated employees. By comparing Spring 1977 fringe benefits and salaries at three specific positions with Spring 1978 benefits and salaries, an accurate percentage of overall salary increase was attained. Kern District completed a similar study in Spring 1977, therefore like information was available for comparison.

Table I contains a listing of costs of the fringe benefit packages offered by the California community college districts. Table II has the calculated fringe benefits for the minimum salary with a masters degree. Table III contains the calculated fringe benefits for the maximum salary without a doctorate. In Table IV fringe benefits for an employee who is at the maximum salary with a doctorate are reported. The maximum salaries for both non-doctorate and doctorate classes do not include longevity increments.

PROCEDURE

A questionnaire requesting fringe benefit and salary information was mailed in February to the seventy community college districts in California. These data, with the 1977-78 salary schedules provided by the districts, were used to determine compensation. After the fringe benefit information was determined, the dollar amount for each plan was calculated at each of the three salary levels. The salary levels were (1) minimum salary with a masters, (2) maximum salary without a doctorate, and (3) maximum salary with a doctorate.

The benefits were ranked from 1 to 70. Salaries at the three designated levels were reported and ranked. The fringe benefits and salary were added to show total remuneration. Averages were reported for the fringe benefits, salary and total at the three salary classifications. These state-wide averages (Spring 1978) were compared with state-wide averages in Spring of 1977. The annual salary and fringe benefit increases are reported at the bottoms of Tables II, III and IV.

SUMMARY OF FRINGE BENEFIT PLANS

"Cafeteria" Plan

This program, sometimes called the "smorgasbord" plan or "laundry list" has several variations. Basically the district allows the employee a choice of options for the expenditure of a specific amount of money set aside for fringe benefits. Of the 70 community college districts, 21 use this plan in some form, and 18 districts have certain mandatory restrictions.

Health Insurance

Of those districts which have the "cafeteria" plan, 13 require health insurance as part of the package. The other 8 make participation possible as one of the choices by the employee as part of the "cafeteria" plan. Forty-nine districts indicate health insurance coverage for employee and dependents. Several districts give the employee a choice of health insurance plans, especially in the San Francisco Bay area.

Long-term Disability or Income Protection

This is a program which is rapidly gaining status in the community colleges. Thirty-five districts provide this type of coverage in some form.

Dental Insurance

Sixty-one districts participate in a dental plan of some sort with considerable variation in the amount of district contribution. The contribution per staff member ranges from \$104 per year to \$379 per year.

Life Insurance

Forty-two districts report life insurance premiums are being paid as part of their fringe benefit package. Some districts with "cafeteria" plans have life insurance as an alternative for fringe benefit contribution.

Vision Insurance

Twenty-one districts provide vision insurance as a fringe benefit.

Tax-Sheltered Annuity

Two districts provide tax-sheltered annuities. Several districts have the TSA as an option within the "other" category.

TOTAL SALARY INCREASE

Within the three levels of salary chosen for study, the following increases for salary plus fringe benefits occurred from Spring 1977 to Spring 1978 (simple arithmetic average).

Minimum Salary With A Masters	6.25%
Maximum Salary Without A Doctorate	6.38%
Maximum Salary With A Doctorate	6.38%

It should be noted that these averages were not weighted with respect to faculty size or number of teachers placed at the specific salary classifications. The three levels combine for an average increase of 6.34% from Spring 1977 to Spring 1978.

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TABLE I: CERTIFICATED EMPLOYEE FRINGE BENEFITS
SPRING 1978

College District	Cafeteria Plan	Health Insurance	Long-Term Disability	Dental	Other
Allan Hancock	\$1,592.10	Mandatory	\$.28/100	Mandatory	
Antelope Valley		\$1,035.58#	38.93	\$235.80#	\$24/V + \$16.80/LI
Barstow		1,459.56#	.58/100	276.00	\$98.40/V
Butte		1,027.80#	.50/100	276.84#	\$13.80/LI
Cabrillo	\$1,320.00	Mandatory		Mandatory	Mandatory LI
Cerritos	\$1,843.40	Mandatory		Mandatory	
Chaffey		\$1,062.30#		304.50#	\$39/V + \$118.80/LI
Citrus		\$1,122.50#		302.50#	
Coachella Valley		\$1,022.00#			
Coast		\$1,422.40#	\$138.00	307.70#	\$31.50/V + \$72/LI
Compton	\$1,620.00	Mandatory			
Contra Costa		\$1,495.00#	.59/100	305.00#	\$79/LI
El Camino		\$1,567.00#		233.00#	\$119/LI + \$420 Optional
Foothill-DeAnza		\$1,260.48#*	.73/100	304.44#	\$103.08/LI (*Incl. P & V)
Fremont-Newark		\$1,441.44#	.68/100	276.84#	
Gavilan	\$ 888.48			Mandatory	Mandatory Vision
Glendale	\$1,400.00				
Grossmont		\$ 935.40#	.58/100	276.00#	\$60/LI + \$83.28 #/P
Hartnell		\$1,032.24#	.58/100	331.44#	\$72/LI
Imperial		\$1,365.12#		303.24#	\$64/V + \$112.20/LI
Kern		\$1,038.00#	1.08/100	(Incl. in HI)	8% TSA
Lake Tahoe	\$1,000.00	Mandatory	Mandatory		
Lassen		\$1,070.28#		304.44#	
Long Beach		\$1,120.00#		260.00	\$52/V + \$19/LI
Los Angeles		\$1,148.00#		251.00#	\$67/V + \$114/LI
Los Rios		\$ 820.32	.59/100*	262.08	(* \$22,000 Maximum)
Marin		\$ 889.00#	.80/100	304.00#	\$72/LI
Mendocino		\$1,030.92#		276.84	
Merced		\$ 981.12#	.67/100	136.32	\$108/LI
Mira Costa		\$1,063.08#	.53/100	103.92	\$16.80/LI
Monterey Peninsula		\$1,032.24#	.60/100	304.44#	\$147.00 LI + V
Mt. San Antonio	\$1,010.60	Mandatory#		Mandatory*	\$245.30 LI, V & Dental*
Mt. San Jacinto	\$1,106.00			Mandatory	Mandatory LI
Napa	\$1,293.00			Mandatory	
North Orange	\$2,141.10	\$ 638.40			
Palo Verde		\$ 963.80#		272.10#	\$63/V + \$200 TSA, LI or IP
Palomar		\$ 818.00#	.92/100**	259.70#	\$43/LI (**\$18,000 Max.)
Pasadena		\$1,245.00#	67.20	276.84#	\$76.80/LI
Peralta		\$1,596.00#	1.05/100	379.00#	\$120/LI#
Rancho Santiago		\$1,111.40#		166.80	\$14.04/LI (3,000)
Redwoods		\$ 759.00	.58/100	136.33	
Rio Hondo	\$1,380.20	Mandatory			
Riverside	\$1,755.00	(Includes Health, Life Insurance, TSA + Mandatory Dental)			
Saddleback		\$1,001.00#	.60/100#	225.00#	\$.29/1000/LI (Sal. + 5000) + \$75/V
San Bernardino		\$ 989.00#		281.48#	\$72/LI
San Diego		\$ 811.32#		159.96#	\$35.28/LI
San Francisco		\$ 390.48		289.32#	\$37.44/P# + \$54.90/LI
San Joaquin Delta		\$1,154.64# + V	136.40	287.40#	\$72/LI + Acc. Death + \$114/P#
San Jose		\$1,155.60#	.00739 x salary	303.12#	\$.36/1000/LI
San Luis Obispo	\$1,518.00	Mandatory		Mandatory	
San Mateo		\$1,362.36#	.75/100	355.08#	\$78/LI
Santa Barbara	\$1,195.00	Mandatory#	Mandatory		Mandatory LI
Santa Clarita		\$ 917.60	.55/100	292.70	
Santa Monica	\$1,190.00	Mandatory		Mandatory	
Sequoias	\$1,192.00	Mandatory#		Mandatory#	Mandatory V# + LI
Shasta-Tehama-Trinity		\$1,028.00#		277.00#	\$99/V#
Sierra		\$ 788.40#	78.00	262.08#	
Siskiyou		\$ 867.84#		304.44#	\$119/LI + \$98.40/V
Solano		\$1,343.76#		285.72#	
Sonoma		\$1,019.88#	.45/100	340.68#	\$120/LI + \$39.60/V
South County		\$1,200.00#	1.04/100	366.12#	\$60/LI + \$72.60/V
State Center	\$ 983.38	Mandatory#	Mandatory	Mandatory#	Mandatory LI# + V#
Sweetwater	\$1,327.00				
Ventura		\$1,226.16#		276.84#	
Victor Valley	\$1,100.00	Mandatory			
West Hills	\$1,157.90		Mandatory#	Mandatory#	Mandatory V#, LI, PA
West Kern		\$1,172.16#		292.68#	
West Valley		\$ 924.00#	.92/100	277.00#	\$113/P# + \$91/LI
Yosemite		\$ 854.40#	.77/100	274.38#	\$90/LI
Yuba		\$1,027.80#		330.36#	\$84/V# + \$184.20/LI + 98.40IP
# - Employee & Dependent Coverage		TSA - Tax-Sheltered Annuity		HI - Health Insurance	
D - Dental		LI - Life Insurance		PA - Personal Accident	
P - Paid Prescriptions		V - Vision		IP - Income Protection	

**TABLE II: RANKINGS OF FRINGE BENEFITS AND MINIMUM SALARY WITH MASTERS DEGREE
SPRING 1978**

College District	Fringe Benefits	Rank	Salary	Rank	Total	Rank
Allan Hancock	\$1,630.00	19	\$13,565.00	45	\$15,195.00	42
Antelope Valley	1,351.00	43	14,191.00	30	15,542.00	30
Barstow	1,916.00	7	14,097.00	33	16,013.00	15
Butte	1,385.00	39	13,269.00	57	14,654.00	53
Cabrillo	1,320.00	46	13,337.00	55	14,657.00	52
Cerritos	1,843.00	12	13,654.00	44	15,497.00	32
Chaffey	1,525.00	26	14,927.00	4	16,452.00	8
Citrus	1,425.00	35	13,278.00	56	14,703.00	51
Coachella	1,022.00	64	14,688.00	7	15,710.00	24
Coast	1,972.00	5	14,721.00	6	16,693.00	5
Compton	1,620.00	21	12,825.00	63	14,445.00	59
Contra Costa	1,965.00	6	14,501.00	11	16,466.00	7
El Camino	2,339.00	2	14,550.00	9	16,889.00	3
Foothill-DeAnza	1,776.00	14	14,790.00	5	16,566.00	6
Fremont-Newark	1,815.00	13	14,245.00	27	16,060.00	14
Gavilan	888.00	69	13,361.00	54	14,249.00	63
Glendale	1,400.00	37	13,750.00	41	15,150.00	43
Grossmont	1,430.00	34	12,923.00	61	14,353.00	61
Hartnell	1,519.00	27	14,329.00	20	15,848.00	20
Imperial	1,845.00	11	14,080.00	34	15,925.00	16
Kern	2,294.00	3	13,830.00	39	16,124.00	13
Lake Tahoe	1,000.00	66	13,437.00	50	14,437.00	60
Lassen	1,375.00	42	14,373.00	14	15,748.00	23
Long Beach	1,451.00	33	14,317.00	22	15,768.00	22
Los Angeles	1,580.00	23	14,080.00	35	15,660.00	28
Los Rios	1,156.00	60	12,432.00	66	13,588.00	67
Marin	1,375.00	41	13,734.00	42	15,109.00	45
Mendocino	1,308.00	49	14,000.00	37	15,308.00	37
Merced	1,315.00	48	13,405.00	52	14,720.00	50
Mira Costa	1,255.00	54	13,375.00	53	14,630.00	54
Monterey Peninsula	1,570.00	24	14,355.00	17	15,925.00	17
Mt. San Antonio	1,256.00	53	13,560.00	46	14,816.00	49
Mt. San Jacinto	1,106.00	62	13,406.00	51	14,512.00	57
Napa	1,293.00	50	12,192.00	68	13,485.00	68
North Orange	2,780.00	1	14,344.00	18	17,124.00	1
Palo Verde	1,499.00	30	12,340.00	67	13,839.00	66
Palomar	1,251.00	55	14,185.00	31	15,436.00	36
Pasadena	1,666.00	18	12,561.00	65	14,227.00	64
Peralta	2,229.00	4	12,788.00	64	15,017.00	47
Rancho Santiago	1,292.00	51	15,110.00	2	16,402.00	9
Redwoods	977.00	68	14,129.00	32	15,106.00	46
Rio Hondo	1,380.00	40	12,964.00	60	14,344.00	62
Riverside	1,755.00	16	14,371.00	15	16,126.00	12
Saddleback	1,453.00	32	14,226.00	29	15,679.00	27
San Bernardino	1,342.00	44	14,363.00	16	15,705.00	26
San Diego	1,007.00	65	11,710.00	70	12,717.00	70
San Francisco	772.00	70	14,484.00	12	15,256.00	39
San Joaquin Delta	1,764.00	15	15,024.00	3	16,788.00	4
San Jose	1,857.00	9	14,278.00	24	16,135.00	11
San Luis Obispo	1,518.00	28	13,686.00	43	15,204.00	41
San Mateo	1,903.00	8	14,389.00	13	16,292.00	10
Santa Barbara	1,195.00	56	14,072.00	36	15,267.00	38
Santa Clarita	1,283.00	52	13,220.00	58	14,503.00	58
Santa Monica	1,190.00	58	14,272.00	25	15,462.00	33
Sequoias	1,192.00	57	14,250.00	26	15,442.00	34
Shasta-Tehama-Trinity	1,404.00	36	13,459.00	49	14,863.00	48
Sierra	1,128.00	61	14,308.00	23	15,436.00	35
Siskiyou	1,390.00	38	13,206.00	59	14,596.00	55
Solano	1,629.00	20	13,514.00	48	15,143.00	44
Sonoma	1,585.00	22	14,327.00	21	15,912.00	18
South County	1,857.00	10	15,194.00	1	17,051.00	2
State Center	983.00	67	13,542.00	47	14,525.00	56
Sweetwater	1,327.00	45	14,571.00	8	15,898.00	19
Ventura	1,503.00	29	11,830.00	69	13,333.00	69
Victor Valley	1,100.00	63	14,545.00	10	15,645.00	29
West Hills	1,158.00	59	14,343.00	19	15,501.00	31
West Kern	1,465.00	31	13,770.00	40	15,235.00	40
West Valley	1,536.00	25	14,240.00	28	15,776.00	21
Yosemite	1,318.00	47	12,900.00	62	14,218.00	65
Yuba	1,725.00	17	13,984.00	38	15,709.00	25
Spring 1978 Average	1,482.00		13,830.00		15,312.00	
Spring 1977 Average	1,265.00		13,146.00		14,411.00	
Percent Increase	(17.15%)		(5.20%)		(6.25%)	

TABLE III: RANKINGS OF FRINGE BENEFITS AND MAXIMUM SALARY WITHOUT DOCTORATE
SPRING 1978

College District	Fringe Benefits	Rank	Salary	Rank	Total	Rank
Allan Hancock	\$1,658.00	19	\$23,375.00	63	\$25,033.00	56
Antelope Valley	1,351.00	45	24,808.00	34	26,159.00	36
Barstow	1,981.00	7	25,278.00	21	27,259.00	17
Butte	1,438.00	36	23,931.00	50	25,369.00	50
Cabrillo	1,320.00	49	23,859.00	52	25,179.00	53
Cerritos	1,843.00	14	25,798.00	12	27,641.00	10
Chaffey	1,525.00	20	24,808.00	33	26,333.00	31
Citrus	1,425.00	37	25,671.00	16	27,096.00	21
Coachella	1,022.00	65	26,305.00	3	27,327.00	15
Coast	1,972.00	9	25,999.00	9	27,971.00	6
Compton	1,620.00	25	22,605.00	67	24,225.00	66
Contra Costa	2,034.00	5	26,236.00	4	28,270.00	4
El Camino	2,339.00	4	25,200.00	23	27,539.00	11
Foothill-DeAnza	1,857.00	12	25,840.00	11	27,697.00	8
Fremont-Newark	1,887.00	11	24,845.00	31	26,732.00	25
Gavilan	888.00	69	23,627.00	60	24,515.00	64
Glendale	1,400.00	40	25,390.00	17	26,790.00	24
Grossmont	1,486.00	32	22,657.00	66	24,143.00	67
Hartnell	1,585.00	26	25,795.00	13	27,380.00	13
Imperial	1,845.00	13	25,035.00	29	26,880.00	23
Kern	3,218.00	1	24,010.00	48	27,228.00	18
Lake Tahoe	1,000.00	67	24,437.00	42	25,437.00	49
Lassen	1,375.00	44	24,322.00	44	25,697.00	46
Long Beach	1,451.00	35	25,717.00	14	27,168.00	20
Los Angeles	1,580.00	27	25,130.00	25	26,710.00	26
Los Rios	1,212.00	56	22,604.00	68	23,816.00	69
Marin	1,455.00	34	23,773.00	56	25,228.00	52
Mendocino	1,308.00	51	24,500.00	40	25,808.00	42
Merced	1,383.00	42	23,457.00	62	24,840.00	59
Mira Costa	1,316.00	50	24,875.00	30	26,191.00	34
Monterey Peninsula	1,628.00	24	23,995.00	49	25,623.00	47
Mt. San Antonio	1,256.00	55	24,740.00	35	25,996.00	39
Mt. San Jacinto	1,106.00	62	24,667.00	38	25,773.00	44
Napa	1,293.00	52	24,585.00	39	25,878.00	40
North Orange	2,780.00	2	26,194.00	6	28,974.00	2
Palo Verde	1,499.00	31	23,638.00	59	25,137.00	55
Palomar	1,286.00	54	26,006.00	8	27,292.00	16
Pasadena	1,666.00	18	25,708.00	15	27,374.00	14
Peralta	2,359.00	3	25,145.00	24	27,504.00	12
Rancho Santiago	1,292.00	53	27,022.00	2	28,314.00	3
Redwoods	1,041.00	64	25,094.00	28	26,135.00	37
Rio Hondo	1,380.00	43	22,970.00	65	24,350.00	65
Riverside	1,755.00	16	26,075.00	7	27,830.00	7
Saddleback	1,633.00	21	33,140.00	1	34,773.00	1
San Bernardino	1,342.00	46	24,693.00	36	26,035.00	38
San Diego	1,007.00	66	22,020.00	70	23,027.00	70
San Francisco	772.00	70	23,844.00	54	24,616.00	63
San Joaquin Delta	1,764.00	15	25,924.00	10	27,688.00	9
San Jose	1,997.00	6	26,198.00	5	28,195.00	5
San Luis Obispo	1,518.00	29	25,110.00	26	26,628.00	28
San Mateo	1,977.00	8	24,195.00	46	26,172.00	35
Santa Barbara	1,195.00	57	25,110.00	27	26,305.00	32
Santa Clarita	1,338.00	47	23,300.00	64	24,638.00	62
Santa Monica	1,190.00	59	25,293.00	20	26,483.00	30
Sequoias	1,192.00	58	23,700.00	57	24,892.00	58
Shasta-Tehama-Trinity	1,404.00	39	24,439.00	41	25,843.00	41
Sierra	1,128.00	61	23,535.00	61	24,663.00	60
Siskiyou	1,390.00	41	23,783.00	55	25,173.00	54
Solano	1,629.00	23	23,844.00	53	25,473.00	48
Sonoma	1,631.00	22	24,668.00	37	26,299.00	33
South County	1,961.00	10	25,208.00	22	27,169.00	19
State Center	983.00	68	23,661.00	58	24,644.00	61
Sweetwater	1,327.00	48	25,332.00	19	26,659.00	27
Ventura	1,503.00	30	22,477.00	69	23,980.00	68
Victor Valley	1,100.00	63	24,184.00	47	25,284.00	51
West Hills	1,158.00	60	23,865.00	51	25,023.00	57
West Kern	1,465.00	33	24,240.00	45	25,705.00	45
West Valley	1,638.00	20	25,376.00	18	27,014.00	22
Yosemite	1,407.00	38	24,385.00	43	25,792.00	43
Yuba	1,725.00	17	24,840.00	32	26,565.00	29
Spring 1978 Average	1,521.00		24,744.00		26,265.00	
Spring 1977 Average	1,297.00		23,393.00		24,690.00	
Percent Increase	(17.27%)	9	(5.78%)		(6.38%)	

TABLE IV: RANKINGS OF FRINGE BENEFITS AND MAXIMUM SALARY WITH DOCTORATE
SPRING 1978

College District	Fringe Benefits	Rank	Salary	Rank	Total	Rank
Allan Hancock	\$1,659.00	20	\$23,975.00	64	\$25,634.00	58
Antelope Valley	1,351.00	45	25,413.00	38	26,764.00	38
Barstow	1,985.00	8	26,078.00	21	28,063.00	18
Butte	1,442.00	36	24,713.00	52	26,155.00	50
Cabrillo	1,320.00	50	25,003.00	45	26,323.00	46
Cerritos	1,843.00	14	26,557.00	13	28,400.00	13
Chaffey	1,525.00	28	25,741.00	29	27,266.00	32
Citrus	1,425.00	37	26,521.00	14	27,946.00	19
Coachella	1,022.00	65	27,423.00	3	28,445.00	12
Coast	1,972.00	9	26,778.00	8	28,750.00	7
Compton	1,620.00	25	23,355.00	68	24,975.00	67
Contra Costa	2,034.00	5	26,236.00	16	28,270.00	14
El Camino	2,339.00	4	26,500.00	15	28,839.00	6
Foothill-DeAnza	1,857.00	12	25,840.00	26	27,697.00	22
Fremont-Newark	1,892.00	11	25,508.00	34	27,400.00	28
Gavilan	888.00	69	26,177.00	18	27,065.00	33
Glendale	1,400.00	40	26,040.00	22	27,440.00	26
Grossmont	1,489.00	32	23,157.00	69	24,646.00	68
Hartnell	1,590.00	26	26,612.00	12	28,202.00	16
Imperial	1,845.00	13	25,935.00	23	27,780.00	21
Kern	3,353.00	1	25,493.00	36	28,846.00	5
Lake Tahoe	1,000.00	67	24,437.00	56	25,437.00	60
Lassen	1,375.00	44	24,822.00	48	26,197.00	49
Long Beach	1,451.00	35	26,997.00	6	28,448.00	11
Los Angeles	1,580.00	27	25,730.00	30	27,310.00	31
Los Rios	1,212.00	56	24,096.00	62	25,308.00	63
Marin	1,459.00	34	24,273.00	58	25,732.00	56
Mendocino	1,308.00	51	25,250.00	41	26,558.00	44
Merced	1,388.00	42	24,207.00	59	25,595.00	59
Mira Costa	1,320.00	49	25,725.00	31	27,045.00	34
Monterey Peninsula	1,633.00	23	24,950.00	46	26,583.00	43
Mt. San Antonio	1,256.00	55	24,740.00	50	25,996.00	52
Mt. San Jacinto	1,106.00	62	25,483.00	37	26,589.00	42
Napa	1,293.00	52	24,585.00	54	25,878.00	55
North Orange	2,780.00	2	27,244.00	5	30,024.00	2
Palo Verde	1,499.00	31	24,138.00	61	25,637.00	57
Palomar	1,286.00	54	26,956.00	7	28,242.00	15
Pasadena	1,666.00	18	27,352.00	4	29,018.00	4
Peralta	2,359.00	3	25,145.00	44	27,504.00	25
Rancho Santiago	1,292.00	53	27,841.00	2	29,133.00	3
Redwoods	1,044.00	64	25,594.00	33	26,638.00	40
Rio Hondo	1,380.00	43	23,693.00	66	25,073.00	66
Riverside	1,755.00	16	26,727.00	10	28,482.00	10
Saddleback	1,665.00	19	36,512.00	1	38,177.00	1
San Bernardino	1,342.00	47	25,499.00	35	26,841.00	37
San Diego	1,007.00	66	22,720.00	70	23,727.00	70
San Francisco	772.00	70	23,844.00	65	24,616.00	69
San Joaquin Delta	1,764.00	15	26,711.00	9	28,535.00	9
San Jose	2,002.00	6	26,698.00	11	28,700.00	8
San Luis Obispo	1,518.00	29	25,869.00	25	27,387.00	29
San Mateo	1,989.00	7	25,825.00	27	27,814.00	20
Santa Barbara	1,195.00	57	25,755.00	28	26,950.00	35
Santa Clarita	1,343.00	46	24,050.00	63	25,393.00	62
Santa Monica	1,190.00	59	26,130.00	19	27,320.00	30
Sequoias	1,192.00	58	24,750.00	49	25,942.00	54
Shasta-Tehama-Trinity	1,404.00	39	25,211.00	43	26,615.00	41
Sierra	1,128.00	61	24,285.00	57	25,413.00	61
Siskiyou	1,390.00	41	24,583.00	55	25,973.00	53
Solano	1,629.00	24	24,594.00	53	26,223.00	47
Sonoma	1,634.00	22	25,268.00	40	26,902.00	36
South County	1,970.00	10	26,128.00	20	28,098.00	17
State Center	983.00	68	24,161.00	60	25,144.00	65
Sweetwater	1,327.00	48	26,208.00	17	27,535.00	24
Ventura	1,503.00	30	23,660.00	67	25,163.00	64
Victor Valley	1,100.00	63	25,311.00	39	26,411.00	45
West Hills	1,158.00	60	24,923.00	47	26,081.00	51
West Kern	1,465.00	33	24,740.00	51	26,205.00	48
West Valley	1,643.00	21	25,895.00	24	27,538.00	23
Yosemite	1,413.00	38	25,238.00	42	26,651.00	39
Yuba	1,725.00	17	25,686.00	32	27,411.00	27
Spring 1978 Average	1,525.00		25,562.00		27,087.00	
Spring 1977 Average	1,301.00		24,161.00		25,462.00	
Percent Increase	(17.22%)		(5.80%)		(6.38%)	